




Cost Effective Surveillance for Smaller Companies

“Doing More with Less”





What's on the Menu

- Background: “The Shrinking Corporate Medical Department”
 - The Outsourced Medical Department
 - Integrated Manage System Model (IMS)
 - Conclusion
- 




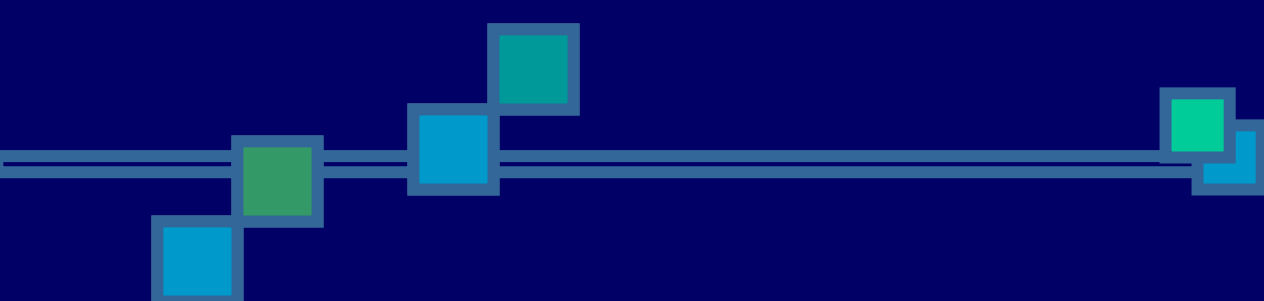
“The Shrinking Medical Department”

- 
- Mergers
 - Downsizing
 - Re-evaluation of medical departments' value in organization
- 




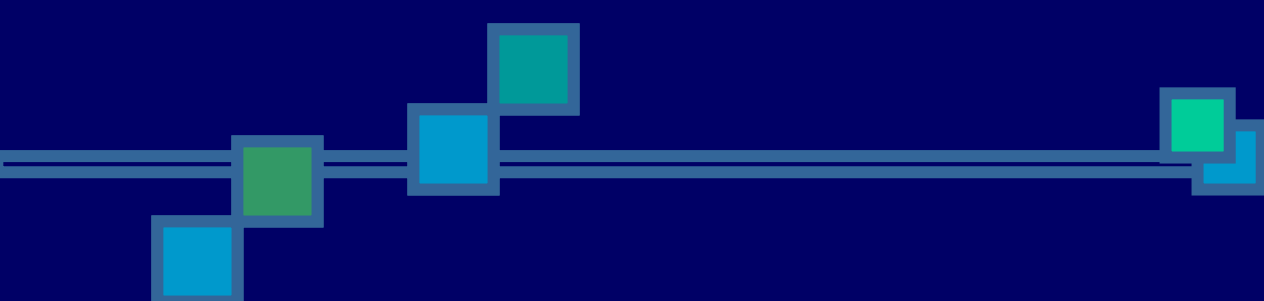
What Happened?

- Decentralization of Services
 - Uncoordinated Approaches
 - Under-served workforces
 - Poor Quality of Services
 - Increased Medical Cost to Employers
- 



Outsourcing Issues of Free-Standing Clinics

- Increasing Trend Toward Contracting Occupational Health/Medicine Services (source: 2001 Health Care Business, Richard K. Miller Associates)
 - Increasing Number of Employees are Being Treated at 24-hour “Urgent Care Clinics” for Work-Related Injuries
 - Pros—Companies Benefit by Reducing In-house Costs and Overhead of Medical dept.
 - Cons—These Clinics are more Likely to Employ Treatment Techniques (prescriptions and time off) that Drive Up Workers’ Compensation Costs and Increase OSHA Recordables. Episodic Care Only.
- 



Bridging the Gap Between What Employers Want and Need in a System:




Employers Want

- Healthy, Productive Employees
- Manageable Costs
- Adds Value
- Reduces Administrative Burden




Employers Need

- Managed by Qualified Medical Experts (Why?)
 - Cost-Effective
 - Controls Quality
 - Flexible for Employee & Employer
 - Manages Population Health Issues
 - Delivers Proactive & Preventive Service
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The Outsourced Medical Department:


Balancing Employers' Population Health
Needs with Adequate Individual
Employee Health Services



Outsourcing Model Option?
Integrated Managed System (IMS)

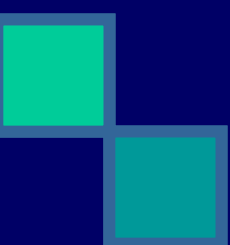



IMS Advantage

- Delivers Medical Surveillance Programs to Small and Medium-Sized Companies at Costs Comparable to Exam Services of Free-Standing Clinics
- 



IMS Model Provides:

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- Leveraged Management by Expert Board-Certified Occupational Medicine Physicians
 - Administrative Support to Reduce Compliance/Regulatory Burden
 - Technological Based Applications Using Web-Enabled Capabilities, Data-Base Utilization and OHM Software
 - No Geographic Price Variation
- 



Leveraged Medical Management



Centralized Physicians and Support Personnel
Provide Management Services that:

*"Maximize Organizational Productivity while
Minimizing Total Health Costs"*





Physician IMS Services

- Population Health Studies
 - Development of Intervention Targets
 - Cluster Analysis
 - Exposure Trends
 - Related Toxicology Issues
- 




Population Health Studies






Wellness Program Targets and Intervention

- Lipid Intervention Program
 - Cholesterol: 46% of Employees with Levels Above 200
 - Triglycerides: 43% above 150mg/dl
27% above 200mg/dl
 - Weight Control & Fitness Program (BMI Test)
 - BMI Under 25=Normal
 - 42% Obesity BMI >30
 - 34% Moderately Overweight BMI 25-30
 - Average BMI is 29
- 




Cluster Analysis



- 5 Individuals in an Open “Pump and Treat” Facility. Possible Exposure to Birds and Rodents in Central Oregon from October to May
 - URI Symptoms. 3 smokers. 2 with Previous History of Asthma
 - Differential: Cryptococcus, Psittacosis, Histoplasmosis, Legionaire’s and Sine Nombre
 - All titers negative. All Symptoms Resolved
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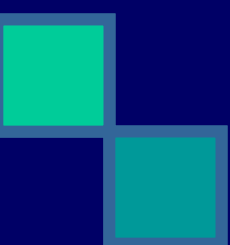



Exposure Trends: Lead and Cadmium Exposure

- 2100 Encounters over Two Years
 - Non-Detectable Lead Levels: blood lead=540, blood cadmium=715, urine cadmium= 1201
 - Blood Lead (50ug/100g blood) Average =5.28, 20-30=47, 30-40=10, >40=1
 - Blood Cadmium (ug/L) Average =0.97, 2-3=75, 3-4=27, 4-5=8, >5=4
 - Urine Cadmium($\mu\text{g/g}$ creatinine) Average=0.24, 1-2=81, 2-3=9, >3=6
 - Beta-2 Urine Microglobulin Average=78. Greater than 300 $\mu\text{g/g}$ Creatinine=25
- 



Exposure Trends: Benzene

- 
- 720 Encounters Over Two Years
 - No Detectable Blood Benzene Levels
 - Average: reticulocyte count=1.7, platelet count=256, Hb/Hct=15.1/43.8, WBC=6700
 - WBC<4200=17, platelets<120,000=3
 - Borderline Anemia: 7 Females (Hct<38) and 13 Males (Hct<40). 1 Female Post Partum Employee is the Only Employee with Hct<30.
 - No Monocytosis, Polycythemias or Excess Abnormal Cells
 - No Blood Dyscrasias, Leukemia or Lymphoma Reported
- 



Typical Exam Fee Ranges for Small to Medium-Sized Businesses



Customary Exam Fees

- Asbestos Exam
- Hazmat Exam
- OSHA Cadmium
- Respirator Exam

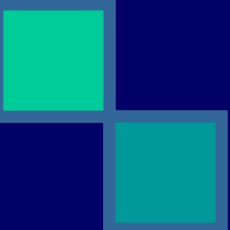

Range Due to Geographical Locations & Test Specifications

Asbestos Exam	\$150.00--\$300.00
Hazmat Exam	\$300.00--\$600.00
OSHA Cadmium	\$100.00--\$150.00
Respirator Exam	\$ 75.00--\$150.00






The Value

- 
- Full Exam and Management of Medical Surveillance Process
 - Quality Control Function
 - Program Consistency
 - Exam Scheduling & Program Administration
 - Professional Medical Consultation on all Aspect of Program
 - Medical Records Storage
 - Meets all Aspects of Regulatory Compliance Standards
 - Program Auditability
 - Employee Communication and Counseling
 - Population Health Studies
- 



Admin Benefits of IMS

- Small Companies Have Limited Administrative Resources
 - IMS Model Designed to Deliver Admin. Functions Related to Exams
 - Processing
 - Scheduling
 - Recording
 - Analyzing
 - Buy only what you need
- 

Examples: Admin Support



Appointment Protocol

The following employee has been scheduled for the MEDICAL PROCEDURES listed below on the date and at the location shown. If you are unable to keep this scheduled appointment or have any questions, please contact me at the number listed below.

Today's Date: 10/11/01

EXAM INFORMATION		
Employee Sample, Employee SSN	Company Site	Appt Date 10/11/01 Appt Time 08:00am
CONTACT INFORMATION		

Client Svc Rep
Phone
E-Mail
Fax

Clinic
Address

Phone

Fax

EMPLOYEE INSTRUCTIONS

Avoid loud noise exposure for 14 - 16 hours prior to the exam. If you use hearing aids, please bring them to the clinic.
Avoid food and drink for 8 hours prior to exam. Water and decaffeinated coffee are OK. Avoid alcohol consumption for 24 hours prior to exam.
Please bring photo ID and list of medical conditions with you.
** BRING THE COMPLETED EXAM PACKET AND THIS FAX TO YOUR APPOINTMENT **
If you wear contact lenses, do not insert them on the day of the exam. Bring a pair of glasses.
NOTE: The following tests and procedures listed below will be performed. DO NOT leave until all of them have been completed.

CLINIC INSTRUCTIONS

IMPORTANT: Please check and confirm all identification prior to examination. Mark Friday appointments for Saturday delivery.
Check expiration date on all blood tubes. If expired, DO NOT USE. Do not store tubes in hot location.

AUTHORIZED SERVICE: Baseline Examination

physical exam components to be performed

X History & Physical

X Vision - Near & Far

X Tonometry (35+)

X Audiogram

X Pulmonary Function Test (PFT)

X Electrocardiogram (EKG)

X Chest X-Ray (2 View - with Intersp.)

laboratory components to be performed

X Blood Chemistry Panel

X CBC with Differential

X Urinalysis with Micro (UA)

X Blood Lead/ZPP

X OSHA Cadmium Panel

X Urine Chromium

X Blood Cholinesterase (Serum & RBC)

X Drug Screen- NIDA

X Breath Alcohol Test (EBT)

additional studies to be performed

X Respirometer Questionnaire

Place exam questionnaire and exam results in Bag #3 and place in WorkCare Kit.

DO: Complete Near/Far, Accom, Fld of Vis, Color Vis, Depth Perc & Tonometry.

Please complete and document at least THREE trials.

(COLLECTION ONLY)

Draw chemistries into gel separator tube, spin down and pour off into plastic transport tube. Place all blood work in Bag #1 and place in WorkCare Kit.

Mix well— gently invert tube 10 times (lavender top).

Place specimen in Bag #1 and place in WorkCare Kit.

Use Bag #2 and place in WorkCare Kit. Airborne all to Pacific Toxicology.

For WorkCare INTERNAL USE ONLY.

Note: PLEASE follow this protocol (including a NIDA Panel 613 for the Drug Test) and use our WorkCare kit. PLEASE Send Medical History Questionnaire, all original exam reports (i.e. Audiogram Strip, PFT, etc) and any other paperwork from the exam to Pacific Toxicology (via Airborne Express) with the lab work. PLEASE be sure to complete VISION: DISTANT/NEAR

Examples: Admin Support

WORKCARE™
Specialty Care Solutions
333 S. Anita Dr., Suite 630, Orange, CA 92668
Ph: (800) 455 6155 Fax: (714) 456 2154

Page 1

Today's Date: 08/21/2007
Exam Date: 08/16/2007

PERSONAL AND CONFIDENTIAL

Dear Mr. Lawson:

I am writing with regards to your recent examination. The examination was performed only to assess whether you have any medical problems that could interfere with your ability to perform work. It is not meant to be a substitute for regular medical care or a complete medical examination.

The history and physical should have been discussed with you at the time of the exam. If you have any questions that were not addressed by the examining physician or have any further questions, please contact your personal physician or call WorkCare at the number listed above.

Your vital signs revealed the following:

Vitals Height: 72.0 inches Weight: 226 lbs. Blood Pressure: 150 / 82

- * Your blood pressure was found to be increased.
- * Your systolic blood pressure was found to be above the normal reference range. I would recommend that you follow up with your personal physician for further evaluation.

Body Mass Index: 31

Body Mass Index (BMI) is used to determine healthy weights for people. The formula correlates highly with body fat and is expressed as weight in kilograms divided by height in meters squared. Cutoff points for desirable BMI ranges can be identified based on the relationship between BMI and health outcome.

* A BMI greater than 26 is considered to be overweight. There is a moderate increase in mortality for a BMI greater than or equal to 30 but not greater than 35. See your physician regarding weight control program.

Your vision testing revealed the following:

Color Vision: normal

Visual Acuity

Near Vision

Left Right Both

Far Vision

Left Right Both

Corrected:

Corrected:

Corrected:

Uncorrected:

Uncorrected:

Uncorrected:

All vision tests were normal.

Your audiogram revealed the following:

	500hz	1000hz	2000hz	3000hz	4000hz	6000hz	8000hz
Left	10	5	5	15	30	25	35
Right	5	5	5	5	20	30	45

* Your hearing in the left ear was abnormal. There is a Mild hearing loss in the left ear. Extended exposure to loud noises may make this loss worse.

* Your hearing in the right ear was abnormal. There is a Mild hearing loss in the right ear. Extended exposure to loud noises may make this loss worse.

Your pulmonary function test revealed the following:

Current:

Examples: Admin Support



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"Your Business. Our Passion."

333 S. Ania Dr., Suite 030, Orange, CA 92668
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Lawson, James

Today's Date: 03/21/2001

Exam Date: 03/15/2001

FVC: 4,160	% Predicted: 80.62%
FEV1: 3,420	% Predicted: 84.23%
FEV1/FVC: 82.21	% Predicted: 104.48%
FEF 25-75: 3,180	% Predicted: 77.37%

Your pulmonary function tests were normal.

Your EKG revealed the following:

EKG result for 03/15/2001: Normal

Comments:

Your EKG revealed no significant abnormalities.

Your chest xray revealed the following:

CXR result for 03/15/2001: No Active Disease

Comments:

Your Chest X-Ray revealed no significant abnormalities.

In addition to the results, the following are additional comments regarding your medical examination. You should share this information with your personal physician:

Elevated blood pressure. Abnormal audiogram.

As a result of the above medical conditions, the following work status and restrictions are being recommended to your employer: **NO WORK RESTRICTIONS**

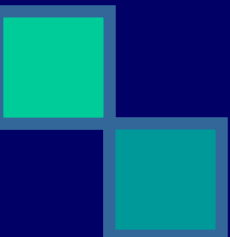

I appreciate the opportunity to review your examination for URS Corporation. If you have any questions now or in the future, please feel free to call me.

Sincerely,

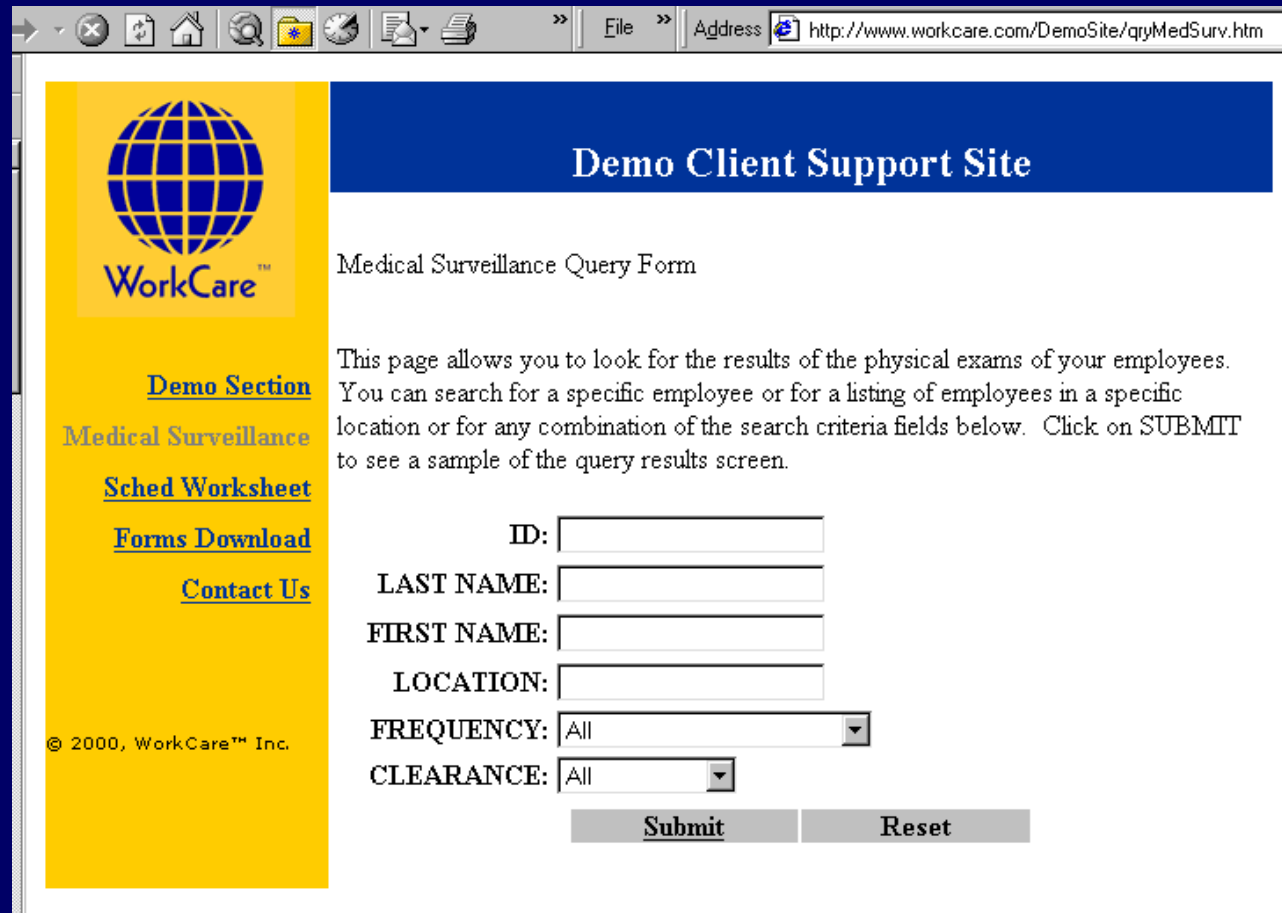
Sample



Examples of Tech Support

- 
- Integration of Standardized Medical Exam Protocols for Companies with Multiple Sites and Exposures
 - Client Support Site
 - Forms Download Area
- 

Examples: Tech Support



The screenshot shows a web browser window with the address bar displaying `http://www.workcare.com/DemoSite/qryMedSurv.htm`. The page title is "Demo Client Support Site". The main content area is titled "Medical Surveillance Query Form". It includes a paragraph explaining the form's purpose and a search form with fields for ID, LAST NAME, FIRST NAME, LOCATION, FREQUENCY, and CLEARANCE. The form also has "Submit" and "Reset" buttons.

WorkCare™

[Demo Section](#)
[Medical Surveillance](#)
[Sched Worksheet](#)
[Forms Download](#)
[Contact Us](#)

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Demo Client Support Site

Medical Surveillance Query Form

This page allows you to look for the results of the physical exams of your employees. You can search for a specific employee or for a listing of employees in a specific location or for any combination of the search criteria fields below. Click on SUBMIT to see a sample of the query results screen.

ID:

LAST NAME:

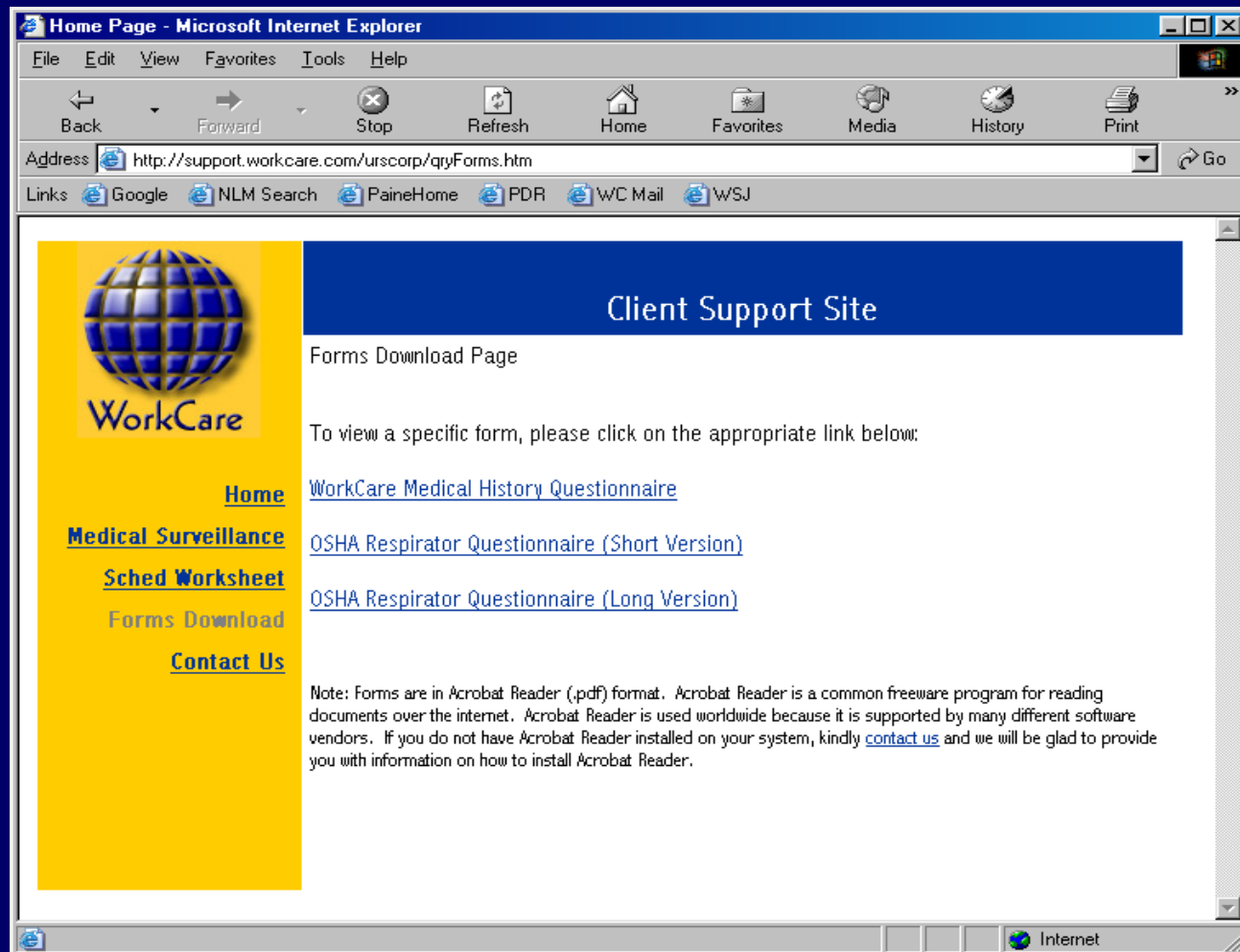
FIRST NAME:

LOCATION:

FREQUENCY:


CLEARANCE:

Examples: Tech Support





Conclusions

- IMS Opens a Route for Small Employers to Receive Medical Services at the level of Fortune 50 Companies
 - Management, Administrative and Tech Support Built into Model
 - Buy Only the Services They Need
 - Population Health Services Bundled with Clinical Exam Services for a Fixed Price
 - One Point of Contact for all Services
 - Continuous Quality Improvement and Standardized Services—Especially Critical to Multi-Site Locations
 - Standard Reports for Exam and Surveillance Services
- 

For Further Information



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